



RECORD OF DECISIONS 2017

**Fire Brigades Union
90th Conference, Blackpool
10th, 11th and 12th May 2017**



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FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE
www.fbu.org.uk

MOTIONS CARRIED ...

EXECUTIVE COUNCIL POLICY STATEMENTS

THE TRADE UNION ACT AS AMENDED BY SHROPSHIRE

On 4 May 2016 the Trade Union Act received royal assent. The FBU strongly opposes the Act, which adds to some of the most restrictive anti-union laws in Europe. The union made detailed submissions against the legislation, the general secretary addressed both Westminster committees during the Bill's passage and FBU members lobbied and demonstrated against it.

Conference notes that the Trade Union Act contains a number of attacks directly affecting FBU members. During 2017 the Westminster government has brought forward regulations and codes of practice imposing;

- New balloting thresholds for 'important public services'
- The transition period for opt-in requirements for political fund contributions
- Wider restrictions on industrial action and picketing.

Industrial action is now only lawful if at least 50% of members turn out in an industrial action ballot. In addition, in so-called 'important public services', 40% of members entitled to vote in a ballot must vote 'yes' in order for action to go ahead. Firefighters, including control staff, are in this category. The statutory thresholds for industrial action came into effect on 1 March 2017.

The regulations setting out new opt-in requirements for political fund contributions came into force on 1 March 2017, with a 12 month transition period. Therefore, union rules need to be changed and implemented by 1 March 2018. The FBU and other unions lobbied strongly for an extended transition period, but this was ignored.

The government intends to implement its proposals to restrict picketing, including the appointment of a picket supervisor at each workplace on strike. This clearly will have implications for brigades with large numbers of FBU members at geographically dispersed fire stations or other workplaces.

Conference notes that the Trade Union Act also gives new powers to the Certification Officer (CO). The Westminster government plans to consult later this year on the CO's new powers to impose financial penalties and on the CO levy.

The Westminster government has indicated it will consult on regulations on check-off and facilities. To date, no timetable has been set for these consultations or for the future regulations.

The Westminster government has also announced that Sir Ken Knight will lead the independent review of e-balloting in industrial action ballots. The review is expected to be completed by December 2017.

Conference notes that an FBU amendment at TUC Congress in September 2016 proposed that the trade union and labour movement renew our campaign against the Act, including a conference to coordinate action. Despite this decision of Congress, this has not yet taken place.

Conference notes that FBU officials in Wales supported efforts by the Wales TUC to ensure the Welsh government repeals the devolved aspects of the Westminster Trade Union Act. The Trade Union (Wales) Bill will repeal the Trade Union Act 2016 as it applies to public services devolved to Wales, including firefighters.

Conference resolves;

1. To continue to oppose the Trade Union Act in our own right, working with other unions and the TUC
2. To campaign to repeal the Trade Union Act in full at the earliest opportunity
3. To campaign for the TUC to implement the decisions of Congress 2016
4. To support the Labour Party's pledge to repeal the Act when it gets into government
5. To make the necessary changes within the FBU (including to our rules and direct debit arrangements) to enable our members to campaign and take industrial action as and when they see fit.

POLICE AND CRIME COMMISSIONERS

On 31 January 2017, the Policing and Crime Act received royal assent and became law in England.

FBU policy, as set down at the 2015 conference and in subsequent Executive Council papers, including our submission to the Westminster government's consultation in October 2015, is to oppose Police and Crime Commissioners (PCCs) taking over the governance of fire and rescue services.

The union believes that such a step could adversely affect the service firefighters provide to the public, damage the functioning and reputation of the fire and rescue service, diminish local democracy and worsen firefighters' working conditions.

Conference notes the extensive time and resources expended by the union in pursuit of the union's opposition and in seeking to persuade the government to think again on its proposals. Although Labour MPs and Lords tabled constructive amendments to tackle the worst aspects of the new law, these were rejected.

The Executive Council recognised at its December 2016 meeting that the new law would reach the statute book this year. Head office convened a strategy meeting on 31 January 2017 with officials from the brigades most likely to be affected by the new legislation in the short term.

The Executive Council recognises that now the law has been enacted, national and local officials will need to negotiate with any PCC that does gain permission to run fire and rescue services to secure the best deal for FBU members. We have highlighted a number of key threats, which officials need to negotiate on to protect members. These include;

- The single employer model, which could permit increasingly integrated police and fire services including combined senior management, common complaints and conduct systems, and

- joint support services and could seriously undermine firefighters' terms and conditions
- NJC terms and conditions (including rolemaps)
- Non-warranted policing activities
- Dual fire and police control operators
- Redundancies and a reduction in the establishment
- Downgrading pumps and stations
- Privatisation
- So-called efficiency savings from fire diverted to other work.

Conference instructs the executive council;

1. To maintain the FBU's principled opposition to PCCs taking over fire and rescue services during any consultations
2. To campaign against the single employer model
3. To ensure that the neutrality of the FRS is maintained
4. To negotiate nationally and locally with PCCs who do take over fire and rescue services to ensure the best arrangements for our members
5. To ensure that fire service budgets are protected and kept separate from the police budget
6. To keep these matters under review and to monitor developments as necessary.

FIREFIGHTERS PAY

Firefighters' pay is a fundamental issue for FBU members and of the utmost importance to the union. UK-wide national pay and conditions with collective bargaining through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB) is a vital area of the FBU's work to campaign for decent remuneration for UK firefighters wherever they work.

For the last decade firefighters' pay has been under extreme pressure. Alongside millions of other workers, real wages and real living standards for FBU members have fallen. This has been the result of the economic downturn following the banking crash of 2007-08 and the central government austerity policies which have been imposed since. This has seen public sector pay increases limited to 1% and, for two years, limited to no pay increase at all.

FBU conference in May 2016 debated the pay situation. Conference was clear that the FBU would need to step up our campaign on this issue. The FBU continues to advocate action on the government's pay policy by the trade union movement as a whole. Together with the PCS, we made this case to the TUC congress in September 2016. The union continues to call for a much wider trade union fight over pay and will continue to work with allies in other trade unions to seek to develop this.

FIREFIGHTERS' PAY IN CONTEXT

As a result of our previous discussions, particularly since our conference in 2013, the executive council's pay group has met to develop a pay strategy. This has included developing discussions with our employers on pay and conditions. These have been conducted through the National Joint Council, in particular through the NJC agreed work-streams on the broadening role of the fire and rescue service. The union has also commissioned research by Incomes Data Research,

pay specialists used by the TUC and employers, to look specifically at firefighters' pay. This research found that;

- Firefighters' basic pay increases have been lower than the median pay settlement for the whole economy since 2006. A comparison with private sector pay settlements shows a similar pattern
- Compared with inflation, firefighters' basic pay increases have been below inflation since 2007 on both the consumer price index (CPI) and the retail price index (RPI) measures, with the exception of 2009 when RPI inflation was negative
- In real terms, i.e. adjusted for RPI inflation, firefighters' pay increases were negative throughout most of the period covered by the research (the exceptions were 2004, 2005, 2009 and 2015, when the basic rise was worth 0% in real terms).

When developments around wholetime firefighters' (including Control members) basic salary levels are compared with those for a range of other associate professional occupations, they were found to be broadly comparable with developments in salaries for other roles such as paramedic, nurse, prison officer and civil servant. The situation is complicated due to differing systems of pay between different sectors and occupations. The main impact on real wages and on living standards is a result of the general attack on wages arising from austerity measures.

This has left FBU members suffering a long-term squeeze on living standards. For example, if firefighters' pay had been increased at a rate equal to inflation since 2010, then a competent wholetime firefighter would be over £5,000 better off if this was done using RPI and almost £3,000 better off if CPI was used.

GOVERNMENT POLICY AND OUTLOOK

The main influence on public sector pay settlements is government policy. The current policy of central government seeks to limit pay increases to an average of 1% until at least 2020.

Another driver has been recruitment and retention with various (limited) sections of the public sector workforce being granted particular settlements to take account of recruitment and retention difficulties.

The Bank of England's inflation report in February 2017 estimated that inflation is expected to increase to 2.8% in the first half of 2018, before falling back gradually to 2.4% in 2020. This is likely to exacerbate the squeeze on living standards explained above.

Conference agrees the following;

1. The FBU will make a pay claim through the NJC and MMNB before June 2017 and will continue to develop our position on a long-term pay structure appropriate for today's fire and rescue service
2. The union will launch a campaign, lobbying MPs and the employers, to explain how firefighters' pay has fallen behind in recent years
3. The FBU will consult members via brigade committees and other channels in order to determine how to develop wider campaigning on pay
4. The FBU will continue to work with the other unions and the TUC/STUC/ICTU on a campaign to 'break the pay limit'.

APPRENTICESHIPS IN THE FIRE AND RESCUE SERVICE

AS AMENDED BY LONDON AND SHROPSHIRE

BACKGROUND INFORMATION

In 2015 the UK government launched a consultation for an all-UK apprenticeship programme. All employers with a pay bill which exceeds £3 million will need to invest in apprenticeship schemes and fund this via an apprenticeship levy with a value of 0.5% (minus £15000) of payroll. This clearly affects all fire and rescue authorities and is mandatory. It comes into effect from the 6 April 2017 with funding arrangements taking effect a month later.

The objective of the government's apprenticeships' programme is to create 3 million apprenticeships between 2015 and 2020. Originally with responsibility for the policy in England being shared with Business Innovation and Skills (BIS), since July 2016 this has lain solely with the Department for Education (DfE). The Enterprise Act 2016 contains clauses which reflect the Westminster government's intention for responsibility to lie with a statutory body to be called the Institute for Apprenticeships.

The UK government estimated that 2% of employers in the UK will pay the levy, raising up to £3 billion of which approximately £2.5 billion will be spent in England, £221 million in Scotland, £128 million in Wales and £76 million in Northern Ireland.

The pay bill includes wages, bonuses, commissions, pension contributions but not benefits in kind. The government will top-up each employers' apprenticeship account with 10% of that employers' levy payment.

The Skills Funding Agency administers the register of apprenticeship training providers. The closing date for registrations (in England) was 25 November 2016. Guidance on how to apply is provided in a document called "Supporting quality and employer choice through a new Register of Apprenticeship Training Providers".

The register will be reopened for applications four times a year for new applicants and registered providers will need to reapply every 12 months. Prospective apprenticeship providers which do not wish to provide more than £100k of such training as a sub-contractor did not need to apply. Employers can register as their own provider.

Since issuing draft guidance in August 2016 there had, at time of writing, been little detailed information for employers as to the expectations of government in respect of standards. The DfE is adapting the programme to make it more employer-led.

A key issue in respect of the apprenticeship schemes which derive from the Enterprise Act 2016 is that employers cannot replace its natural recruitment by its apprenticeship programme.

PREVIOUS EXPERIENCE – FIRE AND RESCUE SERVICE APPRENTICESHIPS

For many years a number of fire brigades employed junior firefighters aged 16-18. The number of brigades doing so dwindled during the 1980s-2000s.

Other than pay, junior firefighters' terms and conditions were not determined nationally and were not contained within the Grey Book. They were not eligible to join the firefighters' pension scheme and had no pension deductions made.

They were, as far as is known, always offered a job at the end of their course subject to completing remainder-training.

OTHER APPRENTICESHIPS

There have been apprenticeships in the fire and rescue service introduced under other government initiatives which have primarily been based around the fire and security industry.

We have seen other examples of apprenticeship schemes based on low pay, without guarantees of future employment and where the employer is not the fire and rescue service but instead an external provider.

CURRENT POSITION

At the time of writing there is;

- only one fire service apprenticeship where DfE approval is imminent under the current government programme which is the Business Fire Safety apprenticeship
- a consultation taking place in respect of the Operational Firefighter apprenticeship standard which has been developed by Staffordshire FRS (for the sector)
- discussion between Greater Manchester FRS (for the sector) and Skills for Fire and Rescue in respect of a Community Fire Safety apprenticeship
- early joint work between the National Joint Council (NJC) and Durham and Darlington FRS in respect of their apprenticeship programme.

Conference will have noted the fast-moving developments that have taken place over the last few months.

In its consideration of apprenticeships within the fire and rescue service the Executive Council is resolute in its commitment to ensure that apprentices are treated with respect by employers; paid fair wages, provided with high quality training and the best possible conditions of service, have their health, safety and welfare protected, are provided with a job at the end of the apprenticeship which does not award them a "second-class status", and are not used to cover-up staffing deficiencies.

This statement asks Conference to agree the principles of the FBU position in respect of apprenticeships in the fire and rescue service.

PRINCIPLES FOR AN FBU POSITION ON FIRE SERVICE APPRENTICESHIPS

We recognise that it is in the interests of the employee, and Fire and Rescue Services (FRSs) which commonly recruit from other FRSs and at all times operate in an interoperable environment to have a high-quality common standard across the UK.

We should seek a national agreement in respect of Fire Apprentices' employment conditions.

In order to develop advice and direction on how to proceed, FBU brigade-level negotiators should report apprenticeship proposals presented to them by FRSs to the Executive Council at the earliest opportunity.

The proposed principles for an FBU position on apprenticeship which respects the Fire Apprentice are;

- Earnings potential should be as high as reasonable practicable i.e. higher than 30 hours per week
- Under no circumstances should *Fire Apprentices* work longer than 42 hours per week. Apprentices under 18 years of age should not work more than 40 hours per week. The number of weekly hours worked whilst at college should be as determined by the college but should not exceed 40
- Accordingly, *Fire Apprentices* should work a consistent number of hours across different fire and rescue services. The Union would seek a 35 hour working week for Fire Apprentices whilst not at college
- Under no circumstances should a *Fire Apprentice* under the age of 18 work between the hours of 10pm and 6am
- Under no circumstances shall *Fire Apprentices* work for more than 8 hours per day
- *Fire Apprentices* shall have two clear days of work/college each week
- *Fire Apprentices* shall not be asked to work on a Saturday or a Sunday unless for a specified and unavoidable purpose which is essential for their development. In any event this shall occur no more than an average of 4 times per year and will be compensated by not being required for work in the following week. The compensatory time will be at time and half for the hours worked and any travel time in excess of 1 hour. In any event there will be no work required or requested of a *Fire Apprentice* at the beginning or the end any week in which he/she is committed to attending college
- Apprentices under 18 shall have a rest break of 30 minutes every 4.5 hours. The FBU will seek agreement that *Fire Apprentices* will receive at least 1.5 hours rest break in an 8 hour working day whilst not at college, and shall take any rest breaks which are of a longer duration alongside other co-workers
- *Fire Apprentices* under 18 shall have a period of 12 consecutive hours' daily rest

- Until and unless a *Fire Apprentice* is on development pay no *Fire Apprentice* should work night shifts
- Until and unless a *Fire Apprentice* is on development pay no *Fire Apprentice* should be asked to work earlier than 8am and no later than 7pm
- Until and unless a *Fire Apprentice* is on development pay no *Fire Apprentice* should be asked to work on any public holiday announced by, or observed by, the government of the country in which the *Fire Apprentice* works
- Junior firefighters pay rates to be applied to all 16-17 year olds
- The starting rate for any apprentice must not be lower than the rate for a 17 year old junior firefighter
- We support the principle of targeting appointment of *Fire Apprentices* to address the diversity profile of the fire and rescue workforce – in terms of ethnicity, gender, and where practicable, sexuality and gender self-identification (LGBT)
- Appointment processes must not be discriminatory in respect of the age of applicants
- We support the principle of not restricting applicants with disabilities subject to those disabilities not posing a risk to the individual's health and safety in the working environment, especially the operational environment. Such disabilities should not be such as to impede operations on the incident ground unless suitable remedial measures or adjustments can mitigate the issue
- There needs to be robust standards in respect of fitness and strength, which must take into account the realistic prospect of fitness and strength improving to the appropriate standard for operational firefighters
- Fitness and strength standards need to accommodate a projection that takes into account the effects of ageing
- The Grey Book encourages all employees to join a trade union. *Fire Apprentices* should be treated no differently. To that end we will seek agreement whereby each fire and rescue service will make arrangements for the Fire Brigades Union to meet with apprentices during work-time on the first day of their employment as apprentices. This 45 minute (minimum) access will be programmed in as part of the induction process
- Subject to meeting all the required employment standards, all *Fire Apprentices* be placed on development pay as in development firefighters with Grey Book contracts after no more than two years of having commenced their apprenticeship
- Whilst in the pre-development phase of the apprenticeship
 - o We will seek agreement that *Fire Apprentices* will have more leave days than the minimum specified in the government arrangements
 - o No *Fire Apprentice* should be asked to work on any public holiday announced by, or observed by, the government of the country in which the *Fire Apprentice* works. *Fire Apprentices* will not have to surrender any of their holiday leave as a consequence of

- them not working on public holidays
 - o *Fire Apprentices* will have the same rights under the discipline and grievance procedures as Grey Book employees
 - o *Fire Apprentices* will have the same rights in respect of maternity, paternity childcare and dependency arrangements as Grey Book employees
 - o All *Fire Apprentices* will be supplied with a contract of employment setting out their terms and conditions in working arrangements
 - o No *Fire Apprentices* will be allocated a work location which is difficult to access by public transport
 - o Each *Fire Apprentices* will have regular hours
 - o All time served as an apprentice will count for service continuity purposes
 - o The FBU leads will report back on the implications in respect of pensionable service, if any, in respect of *Fire Apprentices* – in particular for *Fire Apprentices* who are employed when they have attained the age of 18
- The fire apprenticeship scheme should be consistent with and compliant with the NJC competency framework
- Prior to *Fire Apprentices* being placed on development pay and being required to perform the normal duties of a firefighter in development, all *Fire Apprentices* will be provided with the quality training provision that yields normal training inputs and testing received by Trainees
- FBU leads will take the necessary steps to provide further information in respect of the arrangements in hand to develop a standard for fire apprenticeships and the relationship between the government's apprentice qualifications plan and the NJC's competency framework
- Unless in a Development or Competent phase
 - o *Fire Apprentices* will not be counted as part of a "watch strength". They will to all intents and purposes be supernumerary
 - o *Fire Apprentices* will not be deployed or attend operational incidents including not riding an appliance or other vehicle when it is mobilised to operational incidents
 - o *Fire Apprentices* will not be asked to carry out lone working
 - o For reasons of safety and experience, *Fire Apprentices*, especially those under 18, who are "left" at a station will not be asked to respond to callers
 - o FRSs should plan activities so that *Fire Apprentices* are not left in remote locations, and further should be provided with the means to travel should this occur
- The number of *Fire Apprentices* and spending on apprenticeships by an FRS will not exceed the minimum required by the government's apprenticeship levy principles

Conference agrees that the above principles constitute the FBU position in respect of apprenticeships in the fire and rescue service.

PAY AND CONDITIONS

PUBLIC HOLIDAYS

Conference is astounded that due to the reduction in numbers of personnel on fire stations up and down the country, Fire and Rescue Services are not granting Public Holidays and then taking them off us under the 12 month rule. This practice is being used by employers and citing the exigencies of the service as their reason. It is obviously important to maintain the availability and crewing of appliances which Members understand, but simply refusing to grant our Members' contractual entitlement to Public Holidays cannot continue.

Conference therefore demands that the Executive Council seek an amendment to the Grey Book which allows firefighters to keep their contractual entitlement of Public Holidays without fear of losing them due to poor management of resources and reduced resilience. This to be achieved by Conference 2018.

SOUTH WALES

NEW SHIFT PROPOSALS

Conference is concerned by the number and variety of new shift patterns being proposed around the country, and urge the Executive Council to instruct Brigade Officials to only negotiate on new shift patterns if they fall in line with Section 4, Part A, Paragraph 7 of the National Conditions of Service (Grey Book).

DEVON & SOMERSET

CONTROL STAFF PAY RATES

Conference acknowledges the extremely stressful and demanding role carried out by our Members in Emergency Fire Controls across the United Kingdom.

Like that of operational Members the role of Control Members is expanding and becoming more diverse, especially with the introduction of new initiatives such as Emergency Medical Response.

Conference calls upon the Executive Council to conduct a review into the pay rates of Control Staff with a view to bringing the rate up to 100% of that of our operational colleagues' pay instead of the current rate of 95%.

This review has been asked for on a number of occasions previously, for example Resolution 55, Equal Pay from the Control Staff National Committee which was remitted to the Executive Council at Conference 2013.

The Executive Council's own Policy Statement to Special Conference in 2012 on pay states that there should be further research into the claim for equal pay for Control Staff Members.

This work must be incorporated into the current work being conducted by the Executive Council into pay.

CONTROL STAFF NATIONAL COMMITTEE

POLICE VETTING

Conference instructs that the FBU must protect the terms and conditions of its Members by opposing any form of Police vetting.

Vetting is a tool used by the Police to check the integrity of its employees and their families. This often intrudes into an individual's personal history, financial history and both that of their families. Requests for the vetting of our Members has increased since the closer collaboration with the Police.

This Conference reaffirms that Police vetting is not within the terms and conditions of our Members, and instructs the Executive Council to raise this matter formally with the National Employers.

LINCOLNSHIRE

NORTH WEST FIRE CONTROL

Conference notes with concern that North West Fire Control is not a member of the National Joint Council (NJC) for Local Authority Fire and Rescue Services. North West Fire Control employs FBU Members in the control (firefighter) role and all pay increases have reflected exactly those agreed within the NJC.

North West Fire Control exists as a Local Authority Controlled Company (LACC) and conforms to the requirements of the Fire and Rescue Services Act 2004 but our Members do not enjoy the benefits of the NJC due to the employer not recognising the NJC for representative purposes.

Conference calls on the Executive Council to raise this issue with the employers' side of the NJC to investigate all available and relevant avenues to establish NJC recognition in relation to North West Fire Control and our Members.

CHESHIRE

SUBSISTENCE ALLOWANCE

Conference demands that the Executive Council use all necessary resources to negotiate and agree a substantial increase to the subsistence allowances as agreed in circular NJC/07/03.

The current allowance can no longer be deemed acceptable as it fails to cover the real costs of providing a meal.

NATIONAL RETAINED COMMITTEE

CAR MILEAGE RATES

Conference demands that the Executive Council uses all necessary resources to negotiate and agree a substantial increase to the expenditure use of private vehicles. The current allowance can no longer be deemed acceptable as it fails to cover fuel costs and business class insurance that some Fire and Rescue Services demand.

NATIONAL RETAINED COMMITTEE

CONTINUED SUPPORT FOR THE NJC

Conference notes the serious detrimental effects that are the consequence of cuts to firefighter numbers across the Fire and Rescue Service. These cuts impact upon all roles, including officers.

Conference also notes that some employers have attempted to remove FBU Members, including officers and recruits, from Grey Book conditions of service – conditions that were secured only thanks to the efforts of previous generations of FBU Members.

Conference resolves to defend Grey Book conditions of service for all Members and to maintain support for the National Joint Council (NJC) framework, including the Middle Managers' Negotiating Body (MMNB).

OFFICERS NATIONAL COMMITTEE

MATERNITY

Conference is aware that across our fire and rescue services maternity policies differ greatly. Some offer an enhancement to the Grey Book conditions of service whilst others don't even appear to meet this minimum standard. It is of great concern to women Members that it is a service lottery as to the treatment which they can expect to receive once notifying their Fire and Rescue Service (FRS) of a pregnancy. This is particularly the case with basic levels of maternity pay provided in most UK FRS. The issue of the discrepancies across UK FRS in the financial provision within maternity policies is extreme. In FRSs where the basic or statutory minimum pay is provided, women lose 10% of their pay as soon they commence maternity leave. This only lasts for 6 weeks when they lose a further 40% going onto half pay for the rest of the ordinary maternity leave which is usually 13 weeks. Being pregnant is not the same as being sick however if you are sick, you are better provided for and receive full pay for 6 months and then go onto half pay at the discretion of your service.

Several FRS have negotiated improved packages for pregnant staff and have used the NWC FBU model policy: negotiating maternity, paternity and adoption rights, as a basis for negotiations. Many FRS women and families have benefitted from this. If women are to be truly valued in the FRS community then pregnancy and maternity, needs to be revisited and better financial provision should be at the heart of every FRS policy.

We ask that the Executive Council work with the NWC to put together a questionnaire which is to be sent to every FRS. The questionnaire is to cover key areas of concern for women firefighters from thinking of starting a family, pregnancy, maternity leave through to returning to work following the birth. Areas of concern which have been highlighted in FRSs are then addressed through Brigade Officials with support from the NWC and Executive Council.

Conference also demands the Executive Council to commence negotiations with the National Joint Council in respect of the financial provision in the Grey Book: National Joint Council for Local Authority Fire and Rescue, Scheme of Conditions of Service Sixth Edition 2004 (updated 2009) and to bargain for an improved financial package giving at least 13 weeks at full pay.

The progress should be reported back to NWC and FBU conference by 2018.

NATIONAL WOMENS COMMITTEE

CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS

In 2006 it was recommended by the National Joint Council that Continual Professional Development (CPD) payments, where possible, should be a minimum of £500 per annum. Conference notes that a number of Fire and Rescue Services CPD payments still fall below that level. Conference agrees that CPD payment should be brought up to a new minimum level, which reflects historical pay increases, not less than £600 per annum (full-time equivalent).

Conference also agrees that Brigade Officials, who represent Members in a Fire and Rescue Service (FRS) that does not pay this minimum level, will raise this issue with their respective FRS as a matter of priority.

Brigade Officials will report on the progress of achieving this minimum level at their respective Regional Committee Meetings.

CORNWALL

CANCER AND SICK PAY

This Conference notes with concern, the increase in Members who have been diagnosed with various forms of cancer.

This Conference instructs the Executive Council to negotiate through the NJC to change the existing Conditions of Service with regards to sick pay, to ensure that Members diagnosed with cancer are automatically entitled to full pay for any period of cancer related absence.

SCOTLAND AS AMENDED BY SHROPSHIRE

NON-GREY BOOK LOCAL CONDITIONS OF SERVICE

Conference recognises the worrying trend of Brigades employing then moving existing members of staff, onto non-Grey Book terms and conditions of service.

This is happening under the guise of streamlining organisations, especially in regards to Officer terms and conditions. Not only are these terms and conditions of service outside of National Joint Council (NJC) collective agreements but they are being implemented without any FBU negotiation at any level.

Conference therefore calls upon the Executive Council to raise this issue with the NJC at the earliest opportunity with an aim of eradicating non-NJC terms and conditions from the UK Fire and Rescue Service.

BUCKINGHAMSHIRE

PENSIONS

CONTROL STAFF RETIREMENT AGE

As members of the Local Government Pension Scheme, control staff are currently required to work until they reach state pension age, which from December 2018 will start to increase for both men and women to reach 66 by October 2020.

The Government is planning further increases between 2026 and 2028 which will increase the state pension age from 66 to 67.

Given the stress and additional pressure being placed upon Control Members it is obvious that many of our Members, especially those with longer service, may be forced to leave their jobs early and therefore will be losing a portion of their pension as a result.

These Members, like our operational colleagues, have planned their retirement around the rules of their pension scheme when they joined the Fire and Rescue Service.

Current Fire Brigades Union policy, as affirmed in the Executive Council Statement to Special Conference in 2012 is “that Control Members should be granted access to a Fire Service specific pension scheme”.

Whilst Conference recognises that there have been discussions with the Government in the past, Conference believes that now is the time to press forward towards achieving this aim.

Conference calls upon the Executive Council to work towards gaining access for Control Staff to the Firefighters’ Pension Scheme with a normal retirement age in line with operational firefighters.

CONTROL STAFF NATIONAL COMMITTEE

IMPACT OF DUTY SYSTEMS ON FIREFIGHTERS’ PENSION SCHEMES

Conference is aware of the increasing trend of local authority employers, unfettered by the HSE and DCLG, to introduce duty systems such as Close Proximity Crewing and Day Crewing Plus. These duty systems are in direct conflict with Conference policy and require Members to work additional hours in return for payment of allowances, some of which are pensionable.

Conference therefore requests that the Executive Council commissions an independent audit nationally to establish the scale and impact that such duty systems are having on the Firefighters’ Pension Schemes, publishes its findings and seeks to address any issues with all relevant bodies.

SOUTH YORKSHIRE

ADDITIONAL SALARY PENSIONABILITY

In light of the Norman v Cheshire judgement, Conference calls for the Executive Council to undertake a review of all additional salary paid for any shifts in relation to their pensionability. The results of this review will be reported to all Officials.

LANCASHIRE

OPERATIONS, HEALTH AND SAFETY

SAFETY IN NUMBERS

Conference agrees that it is a key principle of our Union to defend health and safety standards within the Fire and Rescue Service.

Increasingly the safety of our Members and that of our communities is being placed in jeopardy as Fire and Rescue Services are forced to drive crewing levels down in response to this Government's disgraceful attacks on our service.

No more should under resourced crews be faced with the terrible dilemma of placing themselves at an increased risk in acting to save life or refuse to commit until safe systems of work can be put in place.

Conference therefore demands the launch of a campaign which looks to achieve a minimum of five riders on all pumping appliances across the UK.

GREATER MANCHESTER

DEVELOP A POLICY TO MINIMISE THE EFFECTS OF TOXINS

Conference instructs the Executive Council to develop a definitive policy using all available UK and international research data which will assist local officials in negotiations aimed at providing adequate procedures to minimise the effects of toxins post-incident. This policy should take the form of a best practice document.

NORTHUMBERLAND

SAFETY NOTICES

Conference applauds the important role played by FBU safety reps in challenging the introduction or continued operation of unsafe equipment, practices and procedures by their Fire and Rescue Service.

In addition to raising concerns and having them recorded in the minutes of joint safety committees, Conference recognises the value of specific and detailed safety notices being placed on the record by safety reps with their Fire and Rescue Service.

Experience tells us that unsafe equipment, practices and procedures arising in one Fire and Rescue Service will often materialise elsewhere or return again at a later time. Therefore, Conference calls on the Executive Council to collate all safety notices, notes of safety concern or similar written records formally registered by FBU safety reps with their employer and maintain them on an FBU website and/or other suitable e-library. As far as reasonably practicable, the aim should be to collate and maintain accessibility to all safety notices registered by FBU safety reps.

The website and/or other suitable e-library should be established and accessible to all FBU safety reps and officials by no later than January 2018.

HERTFORDSHIRE AS AMENDED BY SHROPSHIRE

CONTROL STAFF AND PSYCHOLOGICAL WELL-BEING

Conference acknowledges and commends the work being carried out by the Fire Brigades Union into mental health and the effects on our Members.

Conference notes at the recent FireFit Conference research presented by Phil Turner revealed that Emergency Fire Control Staff displayed the highest levels of mental ill-health among fire service personnel who completed the on-line survey.

Control staff are being subjected to a variety of factors including changes in workload and working conditions. All of this has led to an increase of absenteeism due to mental ill-health within control.

Conference calls upon the Executive Council to investigate the high level of sickness being reported by emergency control personnel to clarify which changes to working practices/conditions are contributory factors to this and to formulate an action plan which will enable this worrying trend to be reversed.

This work is to be completed and reported back to Conference 2018.

CONTROL STAFF NATIONAL COMMITTEE

EMERGENCY MEDICAL RESPONSE – MENTAL HEALTH DETERIORATION

During the National Joint Councils (NJC's) Emergency Medical Response (EMR) trial, Conference has seen an increase in the number of occurrences of Members suffering some form of mental health deterioration, resulting from either attending EMR incidents or handling these calls in the control room.

If any form of EMR is agreed by the NJC or imposed by the Government, it is highly foreseeable that the number of Members suffering from mental health deterioration would escalate.

Conference therefore instructs the Executive Council to produce a guide for officials to assist them in ensuring Fire and Rescue Services put in place EMR specific mechanisms to;

1. Minimise the occurrences of mental health deterioration resulting from EMR calls.
2. Provide improved support for Members that do suffer deterioration in their mental health resulting from EMR calls.

This guide must be available to officials prior to any agreement made by the NJC or an imposition by Government, which results in the inclusion of any form of EMR being undertaken by our Members, following the conclusion of the NJC's EMR trial.

SURREY AS AMENDED BY MERSEYSIDE

NEW VEHICLE TECHNOLOGY

Conference is concerned at the impact of certain modern vehicle technology being used on vehicles that are subsequently converted into fire appliances. A particular issue at this time is the Electronic Stability Program (ESP) feature, however further vehicle technology advances could create issues for blue light response drivers in the future.

Conference instructs the Executive Council to develop a workstream to assess the issues that electronic and technological systems pose, and commence discussions with all relevant parties to consider their impact on safety, and the responsibilities of our blue light response drivers. This should then establish a national Union position and a potential agreement with Fire and Rescue Services on vehicle procurement standards.

DERBYSHIRE

PERSONAL PROTECTIVE EQUIPMENT (PPE), WORKWEAR AND WOMEN

Conference is appalled that in 2017 some women are still being provided sub-standard or ineffective PPE and workwear clothing. Many women are still being limited in their choices for well-fitting personal protective equipment and workwear. Well-fitting PPE is a basic requirement for the health and safety of all our Members including women. Ill-fitting PPE has historically put women Members at risk and should not be tolerated in today's Fire and Rescue Service. Women's workwear should be of the same standard, material and protection as their men colleagues. The only difference in the garments should be that they are provided in a women's and not unisex fit. Many women are having to wear ill-fitting men's shirts and trousers or specially procured sub-standard items. This is not only discrimination but potentially dangerous for our women Members.

We demand that the Executive Council, in conjunction with the NWC raise this issue of PPE as a matter of urgency with every UK Fire and Rescue Service, and ask for a detailed breakdown of each UK Fire and Rescue Service and the items of PPE issued to our women Members. Once the information is collated, each woman Member who is issued PPE should be asked to feedback on the integrity and fit of the clothing. A separate evaluation of workwear should be carried out in all UK Fire and Rescue Services to determine which Services are providing their women with less favourable workwear and produce an evaluation of the results to the NWC for FBU Conference 2018.

NATIONAL WOMENS COMMITTEE

AERIAL APPLIANCE ATTENDANCE TIMES

This Conference recognises that aerial appliances are lifesaving appliances and play an essential safety role at many incidents, often forming a key element of safe operating procedures. In many Services either aerial appliances have been reduced or staffing arrangements have changed to jump crewing, for example.

Often, due to cuts, managers suggest that there is no requirement for aerial appliances to be primary crewed. As a result, this has a detrimental impact on attendance times and consequently the risk to firefighters, the public and property.

This Conference instructs the national Fire Brigades Union Health and Safety Committee to produce a guidance document to be used to counter the downgrading of aerial appliance availability and mobilisation.

This can be used to challenge Integrated Risk Management Plans relating to the mobilisation of aerial appliances with a formula for calculating minimum national standards based on population, industrial risk and number of high rise buildings.

If there are case studies to provide an evidence based approach, they should be included. This work should be concluded within 1 year.

DURHAM AS AMENDED BY SHROPSHIRE

OCCUPATIONAL STRESS DEFINITION

Conference notes that occupational stress and mental ill-health related to the work place is on the increase and affects all FBU Members. Health and Safety Executive (HSE) figures show that women have a statistically higher rate than men and occupational stress is more prevalent in public service industries.

Currently, Fire and Rescue Services do not recognise occupational stress as an illness or injury arising out of authorised duty, even though the condition has been diagnosed as work-related. This has resulted in many of our Members feeling pressurised to return to work early due to their pay being reduced.

Conference believes that diagnosed occupational stress should be included as an illness or injury arising out of authorised duty.

We request that the Executive Council agree the definition with our employers in order to make the definition clearer. This should be placed on the agenda for the next National Joint Council (NJC) meeting and the result put in an NJC circular, with progress to be reported back to FBU Conference in 2018, if not before.

DURHAM

OPERATIONAL DISCRETION POLICIES

Following the introduction of the FBU's Operational Discretion Policy to aid FBU officials in discussions locally, many Fire and Rescue Services (FRSs) have now sought to introduce policies which interpret operational discretion as meaning that policies and procedures can be ignored at will.

We have witnessed too many firefighter fatalities and near-misses both on the incident ground and during training where this mistaken, unprofessional and dangerous approach has been introduced and/or applied.

Following the tragic death of Bro. Stephen Hunt and the subsequent Regulation 28 report made by the coroner at his inquest it is now, more than ever, absolutely critical that any local policy (by whatever name) which subverts the principles of operational discretion in this way is resisted and challenged.

Conference therefore calls upon all FBU Officials to challenge locally any operational discretion or similarly named or intended policies that include or allow for a reduction in the application of effective command and control procedures and safe operational practice particularly, but not solely, when Breathing Apparatus is required to be used at an incident.

NORTH YORKSHIRE

DYING TO WORK CAMPAIGN

Conference notes that the Equality Act provides protections against discriminatory treatment based on the concept of 'Protected Characteristics'. Currently workers with a terminal illness are not classified as having a protected characteristic and therefore have very limited legal protection against employers dismissing them due to illness.

Conference notes that employers are therefore free to dismiss terminally ill workers once they have made 'reasonable adjustments' to the employee's job to assist with the illness.

Conference agrees that the last thing a terminally ill worker would need is the distress at the same time as facing up to a terminal illness is to have to fight for the right to continue working and not to face the indignity of being sacked. In addition Conference notes that the loss of death in service benefits to terminally ill workers sacked before death is a further distress at a time when security for a family for the future should be protected.

Therefore Conference agrees to support the TUC's 'Dying to Work Campaign' currently being developed in the Midlands and to support the lobbying of MP's to establish new legislation, currently being drawn up by the Society of Labour Lawyers which;

- Seeks to get terminally ill workers covered by Protective Rights at Work in line with those covered by Pregnancy/ Maternity Rights
- Seeks to protect death in service benefits
- Seeks to allow workers with terminal illness to die with dignity.

Conference instructs all local Brigade Officials to raise the TUC's 'Dying to Work Campaign' with the relevant people within their Fire and Rescue Service as a matter of urgency with the view to having their Fire and Rescue Service signed up to the charter by Conference 2018.

WEST MIDLANDS AS AMENDED BY MERSEYSIDE

REDUCED CREWING AND SAFETY

Conference is dismayed at the increases we are seeing regarding Fire and Rescue Services attempting to introduce new types of fire service vehicles to respond to emergency incidents with reduced levels of crewing. It is with great concern that these vehicles, with reduced crewing, are mobilised to small fires and limited incidents that often they are not equipped to deal with and requires them to request further fire appliances to be mobilised to resolve the incident they are attending.

Conference is absolutely dismayed that we are now seeing some Fire and Rescue Services wanting to expand the role of these types of vehicles, with reduced crewing levels, to attend all types of emergency incidents, including being mobilised when it is known they will be the first fire service crews in attendance.

Conference condemns these practices as dangerous and unsafe as well as placing firefighters in a moral dilemma situation when faced with an emergency rescue situation with not enough resources to ensure a safe system of work can be implemented, putting both their own life and that of the person needing to be rescued at further risk of injury or even death.

Conference calls upon all Officials, at all levels of the Union, to fight and campaign locally and nationally against the introduction of all types of fire service vehicles that are crewed with less than the minimum number of crew required to implement an immediate safe system of work at all incidents.

NORTH YORKSHIRE

COMMUNICATIONS ON THE INCIDENT GROUND

This Conference notes the outcomes of the investigation into the Balmoral Bar incident.

The lessons identified from this incident include a need to renew the emphasis on the resourcing of an appropriate command, control and communications infrastructure at incidents.

The recommendation from this was to ensure that the communications infrastructure on the incident ground is fit for purpose which was further explained as:

‘Effective communications throughout the incident ground is fundamental to ensuring that effective decision making can be delivered and risk critical information shared.’

Therefore this Conference instructs the Executive Council to campaign for all breathing apparatus sets within the UK Fire and Rescue Service to be fitted with reliable and effective in-built facemask communications.

SCOTLAND AS AMENDED BY SHROPSHIRE

FIREFIGHTER PERSONAL PROTECTIVE EQUIPMENT (PPE)

Conference is concerned around the adequacy of firefighter PPE. Our Members are being injured at incidents and worryingly in training environments. The PPE we are provided should be subject to appropriate and robust testing for the environments we are exposed to. Consideration should also be paid and not restricted to; women specific PPE, training procedures, reporting of injuries, cleaning regimes, adequate replacements and the policies and cultures that exist.

We call on the Executive Council to gather data from all Fire and Rescue Services for comparison on the number of firefighters who have suffered burns in the last 5 years and what the outcomes and recommendations of the subsequent investigations were.

This information should be compiled ready for comparison by an FBU task and finish group to be led by the National Officer with the remit for health and safety. This group should include at least 4 Health and Safety Reps with a seat for each of the trade and equality sections to attend.

A report should be available in time for conference 2018.

STAFFORDSHIRE

FIRE AND RESCUE SERVICE POLICY

PRIVATE COMPANIES WITHIN THE FIRE AND RESCUE SERVICE

Conference is deeply concerned at the increasing trend by a number of Fire and Rescue Authorities who employ private companies within their own authority to offset the pressures of austerity placed upon them by the Government. These companies are now an everyday part of the Fire and Rescue Service and are used by Fire Authorities to provide for example; buildings, vehicles and training. They often employ members of the Fire and Rescue Service to deliver the service they provide.

Therefore Conference instructs the Executive Council to produce an information document on the ever-increasing use of private companies within the Fire and Rescue Service.

The purpose of this document will be to inform the Members of the Fire Brigades Union of the dangers of such companies within the Fire and Rescue Service in terms of privatisation where the motivation will be purely profit orientated without any public accountability, and to remind Members that when working for these companies they will not be working for the Fire and Rescue Authority but will be employed by the private company and therefore may not be covered for any subsequent illness, injury or disciplinary action encountered while undertaking employment for a private company.

TYNE & WEAR

WHOLETIME/RETAINED CONTRACTS

Conference condemns the practice of Fire Authorities and service management utilising secondary contracts for Wholetime Duty System (WDS) firefighters to increase the availability levels of Retained Duty System (RDS) appliances and using this improved availability as justification to make cuts within the service.

Conference instructs the Executive Council to investigate and report on the impact of wholetime firefighters carrying out retained duties as part of a secondary contract, where there is no mandatory contractual arrangement to do so, at fire stations with both wholetime and retained appliances.

Once complete the Executive Council will make recommendations, based on its findings, as to how the Fire Brigades Union will both undergo further work to resist this practice and will organise to challenge any cuts proposed as a result. All work and recommendations to be completed by Conference 2018.

DERBYSHIRE

COMPENSATORY REST

Conference is greatly concerned with the continued cuts to the UK Fire and Rescue Service. The consequence of the reduction of over 10,000 firefighters results in firefighters having to regularly remain at incidents several hours past the end of their shift. This may result in a breach of the working time regulations, specifically the provision for compensatory rest if that compensatory rest is not provided prior to returning to duty for the next shift. Conference instructs the Executive Council to ascertain the extent of this problem and if deemed necessary, issue guidance to all officials.

MERSEYSIDE

INCIDENT COMMAND TRAINING

In recognising the importance of effective Incident Command in keeping our Members safe and achieving successful outcomes at incidents, Conference notes progress made in establishing national standards available via Skills for Justice and procedures circulated from National Operational Guidance.

However, Conference also notes inconsistency between Brigades in delivering Incident Command training to personnel and believes this is placing our Members at unnecessary risk. Therefore, Conference instructs the Executive Council to encourage liaison at all levels in the UK Fire and Rescue Service with a view to designing national best practice standards in the delivery of Incident Command training.

SHROPSHIRE

HOT FIRE TRAINING

Conference is appalled that some Fire and Rescue Services (FRSs), following cuts to their budgets or for other organisational reasons seek to provide the bare minimum of required training to firefighters. One such area is that of breathing apparatus training and in particular hot fire training with some FRSs providing one day bi-annually.

Conference believes that the national guidance provided to FRSs on the use of breathing apparatus falls short of what is an acceptable safe standard for firefighters to gain the valuable experience needed to operate in this environment.

Conference therefore calls on the Executive Council to raise this matter in the appropriate arena and seek to amend the current national guidance issued to FRSs on the use of and the training connected with the use of breathing apparatus to what the FBU, as the recognised workplace safety representatives, believe is an appropriate safe standard.

HUMBERSIDE

GOVERNMENT POLICY AND LEGISLATION

SECTION 188 NOTICE

Conference demands that any future issuing of a Section 188 (dismiss and re-engage) notification, will be met with an emergency recalling of the Executive Council, where approval for a ballot of that Brigade will be given consideration. In addition the Union nationally will provide its full support, until such a disgraceful threat is removed.

GREATER MANCHESTER AS AMENDED BY MERSEYSIDE

NATIONAL STANDARDS OF FIRE COVER

It is with deep concern that Conference notes the recent statistics relating to the provision of emergency response in many areas across the UK.

With regards to the period of April 2014 to March 2015 it is deeply concerning that we have seen reported by Government the longest 999 attendance times in 20 years, with vast ranges of response times existing between different Fire and Rescue Services.

Conference notes:

- Record numbers of rescues carried out by Fire and Rescue Services between April 2015 and March 2016 (a 16% increase on the year before)
- The 15% increase in the number of people who have died in fires in the 2015-16 financial year.

Devastating cuts to budgets of more than 30% have seen the UK Fire and Rescue Service suffer the loss of approximately 9,600 firefighter posts since 2010, something that has only exacerbated the fragmentation of consistency of Fire and Rescue Service provision in the UK.

Conference condemns the continued patchwork approach to the provision of Fire and Rescue Service cover in our communities, putting our firefighters and the public at risk. Conference believes it is unprofessional and unacceptable that our communities are subjected to a postcode lottery in which the geographical location of a person or property determines the response time and weight of response they receive. It is Conference's belief that every single one of our communities and firefighters deserve the provision of equally high standards of Fire and Rescue Service standards regardless of location.

Conference therefore calls on our Executive Council to immediately raise for negotiation at the appropriate forum(s), the necessity to introduce national standards of fire cover. National standards must include standards that are fit for purpose, underpinned by research and place firefighter health and safety and the highest standards of emergency service provision as a priority.

CAMBRIDGESHIRE AS AMENDED BY MERSEYSIDE AND SHROPSHIRE

FUTURE NEGOTIATION FRAMEWORK FOR NATIONAL TERMS AND CONDITIONS

Conference acknowledges the fundamental importance of the National Joint Council (NJC), particularly surrounding its facility of providing a crucial forum where employer and employee representatives can professionally negotiate national Grey Book terms and conditions.

It is therefore the view of Conference that it is critical that the NJC and its remit is continued into the future, regardless of any potential future fire and rescue governance changes.

Conference seeks robust confirmation of this intention, to signify a continued commitment and desire from both parties to pursue and maintain positive industrial relations.

Conference therefore instructs the Executive Council to raise this matter urgently with employer representatives and the Home Office, to secure a mutual commitment with this regard in the interest of all parties moving forward.

CAMBRIDGESHIRE

RESPONDING ON BLUE LIGHTS

Conference notes that the current exemptions for emergency service vehicles are unsatisfactory and unworkable.

Emergency service vehicles are exempt from:

- observing speed limits
- observing keep left/right signs
- complying with traffic lights (including pedestrian controlled crossings).

However, there are no exemptions in the provisions of careless or dangerous driving as defined in the Road Traffic Act 1988, with the definition wide enough to encompass driving found in an emergency response drive.

Conference notes that FBU Members may find themselves considering the contravention of signs and regulations where no statutory exemption exists. In each case, decisions on such matters rely on the professional judgement of the Member involved.

Therefore, Conference demands that the Executive Council seek assurances that Members will not be prosecuted for simply applying their permitted exemptions under the Road Traffic Act when responding to incidents and, if necessary, lobby for any necessary legislative change in co-ordination with representatives of other blue light responders.

Conference instructs the Executive Council to report back to Conference 2018.

WEST MIDLANDS

IRMP GOVERNMENTAL GUIDANCE NOTES

Conference is alarmed at the removal, by Government, of the Governmental guidance notes for Integrated Risk Management Planning (IRMP).

Conference notes that the guidance notes were fit for purpose and remained timely but that they were used as a tool by FBU Brigade Committees to force Fire and Rescue Authorities to either undertake appropriate IRMPs or as a tool demonstrating why some Authorities failed to undertake proper risk management and simply reverted to a cuts policy document.

Conference demands the Executive Council raise as a matter of urgency the repeal of these guidance notes with a view to re-establishing agreed guidance centrally delivered.

LANCASHIRE

INCIDENT RESPONSE TIMES

Conference is concerned that certain Fire and Rescue Services (FRSs) are defining a response time as the time of station alert (or even mobilisation) to time of first appliance in attendance. The response time must be calculated from time of call from those seeking emergency intervention to time in attendance. This was defined (and has not been rescinded) in the 'Fire Incident Response Times' provided previously by the Department for Communities and Local Government.

FRSs who record response times from time of alert (or mobilisation) are potentially manipulating those times as up to 90 seconds call handling time, or at times significantly more, may be being removed from the actual response time. This allows those FRSs to falsely demonstrate their FRS are acting within already poor attendance standards using flawed data.

Conference calls on the Executive Council to investigate this matter and address any anomalies in recording of incident response standards with the relevant authority within the Home Office.

LANCASHIRE

FIREFIGHTER WORK RELATED CANCERS – PRESUMPTIVE LEGISLATION

Conference recognises and applauds the large amount of research that has been carried out in several countries around the world, which has been brought to the attention of our Members, the potential for contaminants that firefighters regularly come into contact with through their daily work, causing cancer.

In some countries, this has led to presumptive legislation being introduced to cover firefighters contracting certain types of cancer which are widely recognised to be caused by exposure to contaminants encountered during their career in the fire service.

Conference therefore instructs the Executive Council to commence work with our employers within the National Joint Council, and the relevant MPs, at the earliest opportunity in each administration with the UK, to introduce similar presumptive legislation.

WEST SUSSEX

CANCER AS AN INDUSTRIAL INJURY

Conference continues to note with concern the numbers of firefighters and control Members who suffer cancers with those cancers being more numerous and more aggressive than those suffered in the general population.

Conference further notes the numerous academic studies regarding these issues but remains dismayed that currently in the UK, cancer is not recognised as an industrial injury due to the role of a firefighter.

Conference instructs the Executive Council to continue lobbying Government to recognise cancers in the UK Fire and Rescue Service as an industrial injury.

CUMBRIA AS AMENDED BY MERSEYSIDE

TRADE UNION AND LABOUR MOVEMENT

SOLIDARITY IN EUROPE POST BREXIT

Conference demands that as a result of the 'Brexit' referendum vote, that the Fire Brigades Union actively seeks to ensure that our solidarity and unity with firefighter Unions and other left-wing, socialist organisations within Europe, is maintained and wherever possible built upon.

GREATER MANCHESTER

THE RIGHT TO STRIKE

Conference confirms that it will resist any attempt by any UK Government to remove the basic human right of the right to take strike action by firefighters and control Members. Conference confirms that any attempt to legislate to remove our right to take legitimately convened strike action will be met with an immediate recall of conference.

MERSEYSIDE

EDUCATION

EDUCATION ANNUAL PROSPECTUS

Conference acknowledges the valuable contribution made by our Union Learning Representatives across the UK.

Providing educational opportunity is of fundamental importance to effect positive change both within our industry, society as a whole and to achieve our objectives as a Trade Union.

Conferences notes that planning in advance is becoming ever increasingly important to ensure Members can secure facilities time when needed.

Conference therefore requests that the Executive Council implement a transition of our national education program, to a policy of annual planning. Conference request the Executive Council make arrangements for an annual prospectus outlining the available Union Learning courses for the entire forthcoming calendar year to be produced before 1st December each year.

The annual prospectus would include but not be limited to; course synopsis, date(s) of the courses, location of the courses, application forms.

This would allow Members, Brigade Committees and Union Learning Reps adequate time to make arrangements for applications and attendance at these courses. Additional local course requirements can still be arranged on an ad hoc basis around this policy framework.

Conference instructs the Executive Council to develop this new policy and produce the first annual prospectus for the calendar year 2018.

CAMBRIDGESHIRE

PENSION TRAINING

Conference recognises the work that has gone into providing high quality training in the “Understanding and Handling Pensions and Medical Appeals Course” and thanks the education committee for their work.

To further build upon that course and any future pension training, Conference instructs the education committee to ensure that the Modified Scheme and Local Government Pension Scheme are also included, so that our Officials may be better prepared to represent and advise our entire membership on pension issues.

SURREY

SEXUAL HARASSMENT IN THE WORKPLACE

Recent TUC research found that over half of working women had experienced some form of sexual harassment, with two thirds of women aged 18-24, experiencing some form of sexual harassment.

Sexual harassment can relate to a range of different behaviours. It may be verbal or physical. It may take place in the workplace, online, by telephone or text, or at a work event such as a training course or a party. While the actual nature of the incident may vary, the common factor is that the incident involves unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.

The figures above are alarming, however for women working in a male dominated environment this can be so much more apparent.

The FBU need to be the leaders to ensure that all our Members act appropriately in accordance to Rule B3 (3) of our rule book which clearly states 'it shall be the duty of every Member to treat others with dignity and respect and to challenge offensive behaviour of any kind'.

We ask that the Executive Council, convey this message across the wider membership, through continued education and re-education, to define the FBU as the democratic professional voice of firefighters.

NATIONAL WOMENS COMMITTEE

FBU EDUCATION PROGRAMME

Conference notes the absence of the FBU's 'Qualifications and Workforce Development in the UK Fire and Rescue Service (FRS)' course from its education programme. Conference also notes the lack of leadership in the UK FRS with regard to ensuring a consistent approach toward recruitment and selection, competence and training, and developing and reviewing Rolemaps derived from the National Occupation Standards.

Conference recognises that understanding this subject is crucial for Reps to effectively represent their Members. Therefore, Conference instructs the Executive Council to commission work to review and update the 'Qualifications and Workforce Development in the UK FRS' course and reintroduce it to the national education programme.

SHROPSHIRE

EQUALITY AND FAIRNESS AT WORK

POST-BREXIT RISE IN HATE CRIME

It is with great concern that Conference notes the rise in hate crime post-Brexit. Home Office statistics indicate an alarming trend in reporting of attacks on minorities including an increase of 147% on LGBT people in the first three months post-Brexit.

Conference believe the rhetoric used by political parties has helped legitimise hatred and condemns those who believe that an exit from the European Union negates obligations to treat minorities with dignity and respect.

Conference re-affirms its commitment to all its minority Members that we are a Union of inclusivity and that we shall continue to challenge racism, sexism and homophobia in all its forms.

LGBT COMMITTEE

CHALLENGING MARGINALISATION OF LGBT EQUALITY

Conference notes the Government's delayed release of the Thomas Review. Whilst the report speaks about culture and equality, again it is a report which focuses on gender and ethnicity. The review makes mention of concerns about sexuality yet makes no recommendations or further reference to it as an issue.

LGBT Members are angry that when this Government commission reports that purport to be about modernisation and making the service inclusive they should marginalise sexuality as an issue. The author of the report makes reference to 'unconscious bias', and LGBT Members wish he had asked them what that meant, as he clearly didn't.

LGBT Members believe this report is yet another smoke screen to promote a different agenda than true modernisation of the service and call on officials to remind Government that an inclusive service involves including all minorities.

LGBT COMMITTEE

LEGAL

DUE-TO-SERVICE INJURIES AND ILLNESS

Conference notes legal advice circulated by Head Office on the questions of whether:

- (i) An injury or illness should be considered to have arisen out of an authorised duty for the purposes of calculating entitlement to sick pay under the Grey Book.
- (ii) An injury should be considered to have been sustained in the exercise of an employee's duties for the purposes of determining a qualifying injury under compensation scheme regulations.

The advice cited case law, including *Michael Walker v London Fire and Emergency Planning Authority*, and asserted that in order for the criteria in each scenario to have been met, it would be necessary in most cases only that the employee concerned was acting while in the employ of the Fire and Rescue Authority, and was empowered or entitled to engage in the activity in question.

Conference is concerned, however, that some Fire and Rescue Authorities are continuing to place a different and much narrower interpretation on these matters, often insisting that the criteria is met only if the employee was engaging in an activity that was in some way unique or strictly related to an operational call. Ultimately, this means that Members may not receive the sick pay or pension to which they are entitled.

Notwithstanding that where disagreement exists an opinion may be sought from an Independent Qualified Medical Practitioner as well as (for pensions-related issues) the Board of Medical Referees, experience suggests that the differing interpretations between the FBU and some employers continues to cause, at best, confusion and, at worst, a tangible detriment to Members.

Conference therefore calls on the Executive Council to lobby, where appropriate, national employers, Firefighters' Pension Scheme Advisory Boards, Government Ministers and other appropriate parties to ensure that the Union's interpretation of these matters is recognised as the correct one and, where necessary, reflected by way of amendments to the Grey Book and compensation scheme regulations.

LONDON

ORGANISING AND MEMBERSHIP

FORTY YEAR MEMBERSHIP RECOGNITION

Conference applauds the outstanding contribution made by our Members within fire controls throughout the UK Fire and Rescue Service. Some of our Members within fire controls complete forty years membership and beyond as FBU Members. Under the provision of current pension schemes forty years membership may also be achieved by firefighters and other Members.

In recognition of this milestone Conference instructs the Executive Council to commission and provide to any FBU Member upon completion of forty years' membership a forty year pin badge similar in design to the twenty five year pin badge already awarded. This forty year pin would not replace the twenty five year recognition already awarded.

MERSEYSIDE

YOUNG MEMBERS INCLUSION FRAMEWORK

This Conference recognises the importance of a vibrant, inclusive and fully involved membership.

This Conference also recognises that younger Members of the Fire and Rescue Service may have little experience of a heavily unionised industry such as the Fire and Rescue Service.

This inexperience creates barriers to involvement by these younger Members who, in order for this Union to survive and thrive must be as widely involved in Union matters as possible.

The FBU has a proud history of setting up sections for under-represented groups within our membership.

Young FBU Members are undoubtedly under represented, not only by the fact that they have less experience of Trade Union membership but by the fact that there are considerably less young Members presently due to Government budget cuts and the subsequent drop off in recruitment by many Fire and Rescue Services across the UK.

This Conference instructs the Executive Council to set up a robust and clear young Members inclusion framework for representatives to use in order to inform, recruit into and involve young Members in our Union.

CLEVELAND

NATIONAL RECRUITMENT AND RETENTION

Conference commends all Fire Brigades Union Officials for the significant effort undertaken to recruit new Members and retain existing Members.

Conference calls on the Executive Council to produce a range of new media for use on branches and at meetings across the FBU that will further assist in the recruitment of new FBU Members as well as retain the support of existing Members. This media should include detail on all aspects of union membership and promote a clear and consistent message.

In addition the current membership welcome pack should be reviewed and updated to also promote a professional image and accurate information. This review and update should also be established on an annual basis

All work to be completed within 12 months of Conference 2017.

NOTTINGHAMSHIRE AS AMENDED BY SHROPSHIRE

INTERNAL ADMINISTRATION

RESOLUTION PROGRESS REPORTING

Conference again demands that resolutions passed at Conferences have updates provided on work carried out, with action plans for completion.

Conference requires a greater degree of transparency and accountability in order to demonstrate progress against resolutions.

OFFICERS NATIONAL COMMITTEE

MEDIA

Conference believes that the right-wing press poisons the minds of its readers with lies and hate, and the best way to counter this is by offering up an alternative narrative.

We therefore instruct the Executive Council to promote progressive papers such as the Morning Star and Red Pepper magazine to its Members by any means, including affiliating with them, offering advertising space in the Firefighter magazine and attempting to circulate copies to fire stations.

DEVON & SOMERSET

EQUAL CONSIDERATION OF ALL MEMBERS

The ONC recognises that there has been work tackling cancer in the Fire Service undertaken by the FBU and welcomes the guidance regarding contaminants - Protection against Cancer.

The guidance makes several references to the decontamination of firefighters, appliances and fire stations, however there is no specific mention of the impact on Officer Members, any specific guidance for them and the impact contaminated fire gear carried in their cars can have on not just those officers but their families who use these vehicles.

The ONC represents the roles of Watch Managers and above; many of these roles are not based at fire stations but they still attend fires in charge, as fire investigation, fire safety officers, and other specialist roles.

The immediate aims of the FBU are to serve its Members and to secure the highest standards of health, safety and welfare at work consistent with the provision of a frontline emergency service.

Conference requests that moving forward the FBU consults with and works with the ONC (and other sections as required) so that all of our membership are represented equally.

OFFICERS NATIONAL COMMITTEE

ALL DIFFERENT, ALL EQUAL

Through our championing of fairness at work, the Fire Brigades Union has been instrumental in improving the culture of the Fire and Rescue Service. Where racism, sexism and other forms of discrimination occur, the Union has been first to demand that employers challenge and eradicate such behaviour.

Our own strength and unity is cemented by our Members' obligation to treat each other with dignity and respect, and to challenge offensive behaviour where it occurs. In this context, 'All Different, All Equal' has provided a robust means of determining whether a Member accused of bullying or harassment has an arguable defence.

In the majority of cases, a well-executed investigation may ensure continued representation for Members. However, policy guidance on the question of the validity of mitigation in determining an arguable defence is at best ambiguous and at worst (and where the policy is adhered to unfalteringly) disallows representation.

Conference therefore demands that the following paragraph of the 'All Different, All Equal' policy:

"A plea of 'mitigating circumstances' to excuse a confirmed act of discrimination, harassment or bullying does not by itself constitute an arguable defence – it amounts to mitigation of penalty rather than a defence to the charge"

be deleted and replaced with:

"A plea of mitigating circumstances to excuse a confirmed act of discrimination, harassment or bullying may not by itself constitute an arguable defence. However, neither should it completely disbar the applicant from representation where the weight of that mitigation is significant."

LONDON

EMERGENCY MOTIONS CARRIED...

GRAMMAR SCHOOLS

This Conference believes that the Tory Government's announcement in the spring budget 2017 to allow and fund the proliferation of grammar schools will have a detrimental effect on education. Privatisation of the national education system under academisation has already undermined Local Education Authorities and the entire education system. This Conference also believes that the narrative of choice in education, sponsored by the Tory Government, needs to be robustly challenged. This narrative of choice implies that parents should be able to choose not to send their children to bad schools. However, all schools should be properly funded excellent schools and not chastised by bogus league tables and spurious testing regimes.

This Conference recognises the damage austerity cuts has already had on education. The continued redistribution of funding away from state schools to the private sector and now grammar schools will further exacerbate the growing crisis in our schools.

Therefore, Conference instructs the Executive Council to endorse and support appropriate campaigns which call for the re-establishment of a properly funded state school education system and its associated supporting education framework, to deliver a fair education system for all.

SHROPSHIRE

THE 2017 GENERAL ELECTION

Conference notes the announcement made on 18 April 2017 by Tory Prime Minister Theresa May to hold a general election on 8 June 2017.

Conference notes that this general election has been called to increase the Tory majority in parliament, giving them more latitude to attack the living standards and conditions of working people, including firefighters, during and after the Brexit negotiations.

Conference notes that Tory-led governments since 2010 have carried out a fundamental attack on firefighters, by enacting measures such as;

- The pay freeze and the 1% pay cap
- The pensions attack, making us pay more, work longer and get less
- Cuts to our service – resulting in 10,000 fewer firefighters.

Conference further notes the widespread assault on working people by Tory-led governments, including;

- The public sector pay cap reducing incomes by at least £2,000
- The 30% cut in central funding for local services, with a further 20% planned
- Huge increases in poverty, inequality and the cost of living
- The Trade Union Act, restricting the ability of trade unions to defend our members.

Conference notes that the Labour Party goes into this election with:

- A leadership committed to standing up for working people
- A leadership openly and actively supporting the trade union movement
- A manifesto including more trade union demands and policies than for decades
- The greater involvement of trade unions in its decision making processes, including the re-affiliated FBU
- A massively increased membership of over half a million people.

Conference resolves to call for a Labour vote in every constituency where there is a Labour candidate.

Conference further resolves to support Labour candidates through active campaigning on the streets, in workplaces and in our communities. With a determined and radical campaign, raising demands in the interests of the vast majority of the population, the Tories can be defeated.

Whatever the outcome of the general election, Conference agrees that that FBU will continue to play its part in ensuring that the Labour Party continues its evolution over the last two years, including:

- Proposing trade union policies and advocating trade union rights – to strengthen workers in the workplace
- Standing up for working class people with socialist policies to challenge the power of the ultra-rich, the banks and the corporations
- Giving trade unions a strong voice within all party structures
- A democratic party, with a fully democratic, sovereign conference and vibrant CLPs, for campaigning representatives in all parliaments, councils and other public bodies subject to regular democratic accountability and re-selection, and for an end to mass expulsions and purges
- A mass membership party that actively campaigns to improve the lives of working class people at work and in our local communities.

EXECUTIVE COUNCIL

FIRE AND RESCUE SERVICE PAY AND CONDITIONS

Conference notes the recent developments in relation to firefighters' pay and conditions, including;

- The publication of the University of Hertfordshire report on the emergency medical response (EMR) trials on 17 March 2017
- The FBU EMR practitioners' meeting on 17 March 2017, which discussed FBU officials' evidence of serious safety, health, mobilisation and other concerns arising from the trials
- The FBU's recall conference on 21 March 2017, which agreed to extend the EMR trials only with strict conditions
- Correspondence from ministers in England, Scotland, Wales and Northern Ireland with regard to the University of Hertfordshire report
- Initial meetings in April 2017 of the Technical Working Group established by the National Joint Council (NJC) in light of the EMR trial findings
- The conclusion of research by Incomes Data Research (IDR) pay and job evaluation, commissioned by the FBU.

Conference further notes that the recall conference on 21 March agreed that there is “an urgent need to address the very significant concerns and objections identified by FBU members in relation to EMR and wider work considered under these discussions. There is also an urgent need to address the lack of progress on MTFA due to obstacles created by government”.

Conference notes the long term strategic approach developed by the FBU into the widening of the role of professional firefighters, which has been advanced by a number of conference resolutions in recent years and by work such as the five NJC workstreams.

Conference believes that national professional pay and conditions remains at the heart of this approach and that employers and governments are fully aware that there must be progress on fire service pay. The FBU has underlined the importance of the sustainability of this new work, in terms of training and equipment, consistent professional standards and of remuneration. Conference notes that both sides of the NJC have agreed that the development of new work and new roles must be sustainable and that this involves addressing the issue of funding for the long term.

Conference notes that the IDR pay and job evaluation research indicates that over the period since the 2003 pay agreement;

- Firefighters pay has fallen significantly behind inflation – cutting real living standards
- This has been exacerbated by increases to pension contributions and national insurance which have also hit the take home pay of FBU members
- There has been a significant widening of the role, skills and expertise in our profession in all roles, wholetime, retained and control members and including middle manager roles
- There are other new skills and wider roles emerging such as EMR and MTFA.

Conference is disappointed to note that;

- There has been no indication from governments and employers so far that significant funding is available for widening firefighters’ roles
- There has been no indication from governments and employers that long term funding is available for new areas of fire and rescue service work
- That the NJC Technical Working Group has not yet been able to address the serious safety and operational concerns raised by the independent academic report and by FBU officials with regard to the EMR trials.

Conference notes that there is currently no mechanism or funding to ensure that the various initiatives around new areas of potential activity (particularly around EMR and MTFA) are sustainable for the fire and rescue service over the long term. This is a matter the employers must urgently address.

Conference notes that the NJC meeting on 1 June 2017 and the pay settlement due on 1 July 2017, will be pivotal for the direction of this work. There is no agreement for any extension of the new work. Any request by the employers for any such extension must address the issues already raised by the FBU around professional standards, sustainability and pay.

Conference instructs the Executive Council to submit a pay claim for the full range of work carried out by firefighters, utilising the research the union has commissioned from professional sources. The pay claim, for all NJC roles, should address;

1. Pay to catch up for loss of earnings since the imposition of the pay cap
2. Pay for the additional work done since 2003 and quantified by the job evaluation research

3. The need for pay to address any broadening of the role maps or broadening of the work required of FBU members by their employer, which may include emerging potential new areas of work such as EMR and MTFA
4. The need to address the retaining fee and other areas of concern affecting retained firefighters
5. The need to address the various concerns of emergency fire control members of the FBU
6. A pay formula for ensuring that firefighters do not fall behind in real and/or relative terms in the future.

Conference remains of the view that the discussions around the five workstreams are an important attempt to address the broadening role of the fire and rescue service and that these discussions should continue.

In relation specifically to the NJC EMR trials, Conference instructs the Executive Council to raise the concerns of the FBU at the NJC meeting in June 2017 and during discussions in respect of the pay settlement due on 1 July 2017, and to agree no further extension of the trials unless the concerns expressed above are addressed.

EXECUTIVE COUNCIL

FBU ATTENDANCE AT JOINT HEALTH AND SAFETY COMMITTEES

Conference notes the legal advice received by the union from Thompsons on 24 April 2017 on health and safety representation.

This advice arose from the findings of the inquest into the death of Bro Stephen Hunt, where coroner Mr Meadows recognised the importance of joint health and safety committees established under the Safety Representatives and Safety Committees (SRSC) Regulations 1977 and the associated code of practice.

Conference notes that the union's recall conference on 21 March 2017 agreed to vigorously pursue the shortcomings in safety arrangements, training, PPE and other operational concerns with emergency medical response (EMR). The recall conference also agreed that local committees should oversee EMR trials and that joint health and safety committees in each fire and rescue service are the most appropriate forum to undertake this role.

Conference reaffirms the union's commitment to high standards of health and safety consultation to protect all firefighters and the public.

Conference agrees to ensure that competent joint health and safety committees are established in each fire and rescue service with full FBU participation in all cases as the major fire service trade union. This should conform to the norms and practices of the SRSC Regulations so that the FBU, through our safety representatives, can maximise our efforts to protect firefighters whichever fire and rescue service they work in.

EXECUTIVE COUNCIL

STRUCTURES OF OUR UNION TO ADDRESS CHALLENGES & WORKLOAD

Conference notes that the Fire Brigades Union has been the independent union for firefighters, which includes control members, in the UK for almost a century. It has been the irreplaceable organisation firefighters have built to develop our fire and rescue service, to campaign on pay, pensions and conditions of service and to provide firefighters with a professional and political voice.

The goal of the FBU is to maintain and strengthen ourselves as an independent union. In the current situation this means above all, protecting and developing our workplace organisation and our National structures and ensuring that they have the support and resources for the workload that is needed to be completed.

1. Developing our Organisation for the challenges ahead

Conference agrees that the FBU has a duty to organise all those employed in the provision of firefighting, rescue or related services to best defend all our members, strengthen our negotiating position and our cohesion in industrial disputes. However our membership is not immune to the downward pressure of cuts and anti-union practices.

The downward pressure on jobs has inevitably meant that the union has had to adapt industrially, organisationally and financially. Both Conference and the Executive Council have taken various steps to adapt to changes in our industry and to make organisational and structural changes when necessary. We have already made changes to the number of Full-Time National Officer positions by taking the decision at special Conference 2012 to reduce from four to three.

Whilst these changes have put the FBU on a more secure financial footing and the union's finances are more stable and more robust than previously, the situation has arisen that one National Officer retired in February 2017 and leaves the union in the position, where in line with Conference policy, Head Office should run an election. Conference delegates were unaware of this development at the time of submitting resolutions and so could not make an informed decision at the time.

Head Office cannot afford to leave itself unable to function and complete necessary work set by Conference. Workload can only become greater in the immediate future due to further government attacks. Conference is committed to maintaining the FBU as an independent and financially sustainable Trade Union fit to represent and actively pursue the best interests of our members

2. Recommendations

Conference notes that due to the recent retirement of one of the three National Officers and with no proposals being brought to Conference 2017 by the Executive Council to address the workload of the third National Officer role, Conference demands the following;

1. Union structure – the Executive Council should conduct a full review of the Union's structures to identify efficient and democratic arrangements to ensure suitable representation and organising for the present and future needs of the membership. The review should be presented to Conference 2018.
2. National Officers – the Executive Council should conduct a further review into the role and function of the Full-Time Officials (General Secretary, Assistant General Secretary

and National Officers) to see whether the current arrangements are the best and most cost effective available. While this review is conducted, elections for National Officers already in place should be further suspended.

3. In the interim whilst we only have two National Officers in post, Head Office should look to secure trade union release for an individual to carry out the role of Temporary National Officer and this should remain in place until Conference has made a decision on the future structure of the union.
4. A further report shall be provided to members before Conference 2018 dealing with the above points, including Executive Council recommendations as appropriate. This report will set out the research methodology, terms of reference, findings and costings of all reviews and trials completed.
5. Rules – that in each of the areas identified above if recommendations for change are brought then the Executive Council shall bring the necessary rule changes to Conference 2018.

WEST MIDLANDS

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL...

OPERATIONS, HEALTH AND SAFETY

SUPERVISORY LEVELS IN FIRE CONTROL

We note Resolution 20 agreed by Conference in 2016, but we believe that it did not provide a clear directive for the Executive Council to act upon.

It is now becoming an everyday occurrence for our Members in many emergency control rooms, that their Fire and Rescue Services (FRSs) are reducing the crewing levels in Control leaving only one supervisory officer on duty for a shift.

Only having one officer on duty, can have detrimental effects on that officer's safety and welfare, compromises that officers ability to take rest breaks and can compromise the successful conclusions to incidents, particularly where a life risk is involved. It also appears doubtful that such FRSs are maintaining compliance with the Working Time Regulations 1998 by removing the watch officers' ability to take their rest break entitlement stated within the legislation, without leaving the control room without any supervisory officer.

Conference calls upon the Executive Council to raise this issue with the Employers of the National Joint Council at the earliest opportunity, to seek an agreement where all FRSs must maintain a minimum of two supervisory officers on duty in all controls on all occasion and compliance with the Working Time Regulations 1998.

SURREY

FIRE AND RESCUE SERVICE POLICY

SHARED ROLE: CHIEF FIRE OFFICERS

Conference notes the use of a single joint Chief Fire Officer (CFO) by Cheshire and Cumbria Fire and Rescue Services (FRS). Cheshire has previous experience of this when an arrangement took place between Cheshire and South Yorkshire to share the role of the Chief Fire Officer. It was widely felt by the FBU at the time that the role of a CFO should be solely focused on a single service and not split across separate Fire and Rescue Services, both requiring different skills and knowledge sets in order to enable smooth, efficient running of each individual FRS.

Conference believes that this current arrangement in the North West is a pre-cursor to regionalisation of the FRS and should be resisted in order to protect the unique nature of each of the North West FRSs and the demands of the varied communities they serve. It is vitally important during the continued attacks by Central Government on the funding and terms and conditions of the UK Fire and Rescue Service that Chief Fire Officers concentrate their efforts on ensuring the safety of our Members and the wider community as well as resisting funding cuts to front line services, rather than attempting to manage different geographical areas with a 'one-size fits all' philosophy.

To this end Conference instructs the Executive Council to raise through the recognised negotiation machinery the FBUs objection to any current and further mergers and dilution of senior officer roles.

CUMBRIA

EQUALITY AND FAIRNESS AT WORK

EQUAL MARRIAGE FOR NORTHERN IRELAND

Conference congratulate LGBT Members and Officials on their campaign to achieve equal marriage in Wales, Scotland and England but note with disappointment that this entitlement does not extend to our Members in Northern Ireland.

Conference respects the powers of devolved administrations but believes that the position of the Northern Ireland Assembly does not reflect the will of the people they serve.

Conference calls on the Officials of Region 2 to engage with the political parties of the Assembly, informing them that our Conference have a position regarding marriage equality and to call for a referendum of the people of Northern Ireland to decide on this issue.

LGBT COMMITTEE

ORGANISING AND MEMBERSHIP

RECRUITMENT AND ORGANISING

Conference recognises that the financial lifeblood of our Union is membership subscriptions. We applaud the commitment of local Officials in their efforts to recruit and organise.

However, it must be recognised that there is still work to be done in the task of recruiting Retained Duty System firefighters. Further, there are many former FBU Members who did not join as Retired and Out of Trade (ROOT) Members or have allowed their ROOT membership to lapse.

Over time, many experienced Members and officials have retired and taken with them a wealth of invaluable knowledge that had contributed to the success of our Union. Some of these individuals continue to support the Union in an informal capacity. However, their capabilities and enthusiasm could be better utilised.

While many Unions have a substantial full-time organising capacity, the FBU does not enjoy such a resource. This weakens our organising potential.

Conference believes it is vital we develop our recruiting and organising capacity to increase both Union finance and membership density, strengthen our collective bargaining position and maintain our independence as a Trade Union.

Conference therefore instructs the Executive Council to:

- Ensure recruitment and organising remains a primary remit for a National Officer
- Recruit eight ROOT Members to form a recruitment and organising team, contracted to work on an affordable consultative basis and to be deployed to support Brigade Organisers in delivering agreed recruitment and organising strategies in the regions
- Agree a budget that will provide for eight days of work on average per month per recruitment and organising team member

The National Officer will work with the recruitment and organising team and consult with Regional Committees and Brigade Organisers to develop a national recruitment and organising strategy to be put before Conference 2018.

Conference further instructs the Executive Council to initiate this work immediately and to establish the recruitment and organising team by the end of 2017.

LONDON

INTERNAL ADMINISTRATION

INCLUSIVE FBU STRUCTURES

The FBU re-organisation of 2012 made a commitment to the equality sections that they would continue to be included in all structures of the FBU. This commitment was re-iterated when there were subsequent rule book structural changes for the trade sections.

The sections still appoint, through national committee structures, representatives to sit on FBU national sub-committees. There have been, and continue to be, notifications for the Health and Safety and Fairness at Work Committee meetings. There has been a decision taken at Head Office since 2012 to exclude Sectional Reps and Officials from national RELO meetings and Campaign Co-ordinators meetings. While these are aimed at Regional Reps and Officials, Sectional Officials continue to have years of trade union knowledge and experience which is denied to the Union in these forums. It also means that the opportunity to contribute to, and discuss our Union's direction is denied to a sizeable proportion of the FBU membership.

We call upon the Executive Council to resume the notification to B&EMM Reps and Officials to the:

- National RELO meetings
- Campaign Co-ordinators meetings.

This to be implemented at the next meetings after Conference 2017.

B&EMM

MOTIONS DEFEATED...

RETAINING FEE

NATIONAL RETAINED COMMITTEE

NATIONAL JOINT COUNCIL AND INDEPENDENT CHAIRS

CHESHIRE

FIDEL CASTRO

CUMBRIA

REGIONAL RETIRED AND OUT OF TRADE MEMBERS BUDGET

MERSEYSIDE

EXECUTIVE COUNCIL ACTIVITY ON RESOLUTIONS AFTER CONFERENCE

STAFFORDSHIRE

NATIONAL PRE-ARRANGED OVERTIME BAN

CLEVELAND

FUNDRAISING SITES

CLEVELAND WEST

**ALTERATIONS TO THE RULES OF THE UNION
MOVED BY THE EXECUTIVE COUNCIL...**

RULE H1	RULES FOR POLITICAL FUND	CARRIED
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PROPOSED ALTERATION TO STANDING ORDERS OF CONFERENCE

STANDING ORDER 4	EXECUTIVE COUNCIL	CARRIED
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FINAL APPEALS COMMITTEE

REGION/SECTION		NAME
Region 1	Scotland	Denise Christie
Region 2	Northern Ireland	Dermot Rooney
Region 3	North East Region	Tony Curry
Region 4	Yorkshire and Humberside Region	Pete Smith
Region 5	North West Region	Mark Rowe
Region 6	East Midlands Region	Marc Redford
Region 7	West Midlands Region	Richard Williams
Region 8	Wales	Cerith Griffiths
Region 9	Eastern Region	Brian Hooper
Region 10	London Region	Lucy Masoud
Region 11	South East Region	Mark Simmons
Region 12	South West Region	Trevor French
B&EMM		Micky Nicholas
ONC		Craig Drinkald
NRC		John Catherwood
CSNC		Amelia Diallio
NWC		Samantha Rye
LGBT		Pat Carberry

ELECTION OF STANDING ORDERS COMMITTEE

ELECTED

Bro Philip Millar	4 Conferences
Bro Gary Lennie	3 Conferences



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